

**CITY OF MESA**  
**HUMAN RELATIONS ADVISORY BOARD (HRAB)**  
**Ad Hoc Issue Research and Action Team (IRA)**  
November 21, 2013 Minutes

The Issue Research and Action Team of the City of Mesa met on November 21<sup>st</sup>, 2013,  
at 5:00pm at the Mesa City Plaza, 20 E. Main St. Ste. 250.

MEMBERS PRESENT

Cliff Moon, Chair  
Denise Heap  
Frank Johnson

MEMBERS ABSENT

STAFF PRESENT

Andrea Arenas  
Ruth Giese

GUESTS

1. Call to Order.

Mr. Moon called the meeting to order at 4:50pm.

2. Items from citizens present.

There were no citizens who requested to speak to IRA.

3. Approval of minutes from the October 17<sup>th</sup>, 2013 IRA meeting.

A motion was made by Mr. Johnson to approve the October 17<sup>th</sup>, 2013 minutes and Ms. Heap seconded. The motion carried unanimously.

4. Hear, discuss, and take action on the collaboration with Morrison Institute on the community survey.

Ms. Arenas advised that staff was still working with Morrison Institute to solidify the contract and approval process. Ms. Arenas stated that the process will be completed within the proposed timeline and Morrison Institute will soon begin drafting the survey. IRA members instructed staff to invite Mr. Daugherty with the Morrison Institute to the next meeting to review the draft. Ms. Heap also requested for Ms. Kurtz, third party consultant, to be invited to the meeting. In response, Ms. Giese stated that Ms. Kurtz expertise will be need to be saved for the dialogue series, but a copy of the survey can be supplied for her comments.

5. Discuss and take action on the Mesa Speaks, Mesa Listens: Community Conversations on Discrimination series:

- Review short term goals.

Mr. Moon provided the members with a list of four potential goals. Through discussion of the list, the following short and long term goals were identified: (Short term) 1. Identify groups, issues, or entities that may be having trouble communicating with each other 2. Identify and review existing policies dealing with discrimination resulting from racism, prejudice, bias, etc. that may need to be challenged, changed, or should remain in place. 3. Recommend a non-discrimination ordinance, which the City of Mesa (with assistance from the Mesa Human Relations Advisory Board) will provide to the community (e.g. anti-discrimination training and building cultural awareness/appreciation). (Long term) 4. Establish and implement a Non-Discrimination Ordinance as well as educate the community on the need for the ordinance. Ms. Heap made a motion to accept the short term and long term goals, Mr. Johnson seconded. The motion moved unanimously.

- Community conversation facilitator training and selection of facilitators.

IRA members agreed to table the discussion pending consultation from Mrs. Kurtz.

- Criterion (e.g. fairness, handling difficult situations, training on different types of discrimination, etc.).

IRA members agreed to table the discussion pending consultation from Mrs. Kurtz.

- Dialogue data collection instrument (e.g. note taking skills, note taking strategies, facilitator interpretation of what is being said by dialogue participants).

IRA members agreed to table the discussion pending consultation from Mrs. Kurtz.

- Confidentiality of dialogue responses (e.g. pledge, norms/rules, guidelines for sharing of information).

IRA members agreed to table the discussion pending consultation from Mrs. Kurtz.

- Evaluating the success/lack of success of the dialogues (participant evaluation of dialogues).

Mr. Moon supplied a drafted list of evaluation questions. Mr. Moon questioned whether they would prefer to use a Likert Scale (ex: agree, somewhat agree, somewhat disagree, etc.). Ms. Arenas advised that the Neighborhood Outreach Department commonly uses the Likert Scale for their surveys. IRA members agreed that they can obtain more informative data from the Likert Scale. Ms. Heap made the motion to have Ms. Kurtz review the evaluation in order to provide feedback. Mr. Johnson seconded, the motion moved unanimously.

6. Hear, discuss and take action on diversity speaker's bureau as a community resource.

Mr. Moon provided verbiage for the potential speaker's bureau on the Diversity Office webpage. Mr. Johnson made the motion to approve the idea of the speaker's bureau webpage, Ms. Heap seconded. The motion moved unanimously. Mr. Moon encouraged the other members to forward information for other interested speakers. Ms. Giese asked the members to consider how they would like to address speakers that have charges, and what they will do in the event that they receive many interested speakers.

7. Discuss and approve participation in Phoenix Pride parade and festival to be held on April 5<sup>th</sup>, 2014.

Mr. Johnson made the motion to approve HRAB participation in the 2014 Phoenix Pride Parade, Ms. Heap seconded. The motion moved unanimously.

8. Discuss future agenda items, meeting dates, announcements, other housekeeping.

- Next meeting will be held on Thursday, December 19<sup>th</sup>, 2013 at 5:00pm.

9. Adjournment.

Meeting adjourned at 5:30pm.

Submitted By:



Ruth Giese,  
Diversity Program Administrator